			Implementation Year 3: New Principal[1]		
			Student Academic Progress		
Student Academic Progress Data	**Category**	**Point Value**	**School Level Data**	**Point Value**	**Point Determination**
40 Points (33% of total)	Achievement	16	Achievement Goal(s)	16	16 points: Complete Attainment 12 points: High Attainment 8 points: Moderate Attainment 4 points: Minimal Attainment
	Growth	24	Growth Goal(s)	24	24 points: Complete Attainment 18 points: High Attainment 12 points: Moderate Attainment 6 points: Minimal Attainment

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Performance				
Performance	**Leadership Standards**		**Point Value**	**Functions**
60 Points (50% of total)	Standard 1	Shared Vision	15	a. Collaboratively develop/implement mission/goals b. Collect/use data to assess effectiveness c. Create/implement plans to achieve goals d. Promote continued and sustainable improvement e. Monitor, evaluate, revise plans
	Standard 2	Learning/Instruction	15	a. Culture of collaboration, trust, learning b. Comprehensive, rigorous curriculum c. Personalized, motivating environment for students d. Supervise instruction e. Accountability system/monitor progress f. Develop instructional leadership and staff capacity g. Maximize time for instruction h. Promote use of technology i. Monitor and evaluate instructional program
	Standard 3	Management	10	a. Monitor/evaluate the management and operations b. Obtain, allocate, align resources c. Protect welfare and safety of students and staff d. Develop capacity for distributed leadership e. Ensure teacher and organizational time is focused on instruction/learning
	Standard 4	Collaboration	10	a. Collect data pertinent to the educational environment b. Promote understanding and use of cultural, social and intellectual resources c. Build and sustain positive relationships with families d. Build and sustain positive relationships with community
	Standard 5	Professionalism	5	a. Ensure system of accountability for every student's success b. Model self-awareness, reflective practice, ethical behavior c. Safeguard the values of democracy, equity and diversity d. Consider moral and legal consequences of decisions e. Promote social justice and student needs
	Standard 6	Education System	5	a. Advocate for children, families and caregivers b. Act to influence local state and national decisions c. Assess, analyze, anticipate and adapt emerging trends

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Surveys

Survey	Survey Source	Point Value	Point Determination
20 Points (17% of total)	Student Survey	5	5 points: 79% of student survey mean scores were a 3 or above; 3 points: 55%-78% of student survey mean scores were a 3 or above 2 points: 31%-54% of student survey mean scores were a 3 or above 0 points: <31% of student survey mean scores were a 3 or above
	Parent Survey (School level)	7	7 points: ≥78% of the parent survey mean scores were a 3 or above 3 points: 41%-77% of parent survey mean scores were a 3 or above 0 points: <41% of parent survey mean scores were a 3 or above
	Self-Review	1	1 point: Principal completed self-review 0 points: Principal did not complete self-review
	Teacher Survey	7	7 points: 53% of teacher survey mean scores were a 4 or above 6 points: 44%-52% of teacher survey mean scores were a 4 or above 5 points: 35%-43% of teacher survey mean scores were a 4 or above 4 points: 26%-34% of teacher survey mean scores were a 4 or above 3 points: 17%-25% of teacher survey mean scores were a 4 or above 2 points: 8%-16% of teacher survey mean scores were a 4 or above 0 points: <8% of teacher survey mean scores were a 4 or above

Summative Score of the Three Components

Point Value	Point Determination
120	120-108 points: Highly Effective 107-85 points: Effective 84-60 points: Developing <60 points: Ineffective

Note: 1.The information being provided in the rating table is part of a principal evaluation system and has not yet been validated. ADE recommends that LEAs do not wholly rely on the information provided in these tables when designating summative principal classifications as part of the evaluation process, without piloting rating system first.

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